

; YXYb_hUZY` `]b`HYa dY` \ c Z! GWX ÒbYVYf[.
A U\ bi b[`Ub`? f]Y[`i bX` ; YZUb[YbgWX UZh

; YXYb_hUZY` `]b`6Yf`]b`Yf]bbYfh`Ub`X]Y`? f]Y[g[YZUb[YbYb`XYg
Nk Y]hYb`K Y`h_f]Y[g" <]ghcf]gWX Y`9f_i bXi b[Yb`i bX
9]bk Y]\i b["



6UXYbgWX Yb`GhfU» Y`) \$#) %ž%&%\$` `6Yf`]bž`8Yi hgWX`UbX`!
5a` - " ' & \$ &) `Yf]bbYfh`X]Y`6Yn]f_gj YfcfXbYhYbj YfgUa` a` `i b[
HYa dY` \ c Z! GWX ÒbYVYf[`Ub`X]Y`i bnÅ\`] [Yb`A YbgWX Ybž`X]Y
k Å\ fYbX`XYg`Nk Y]hYb`K Y`h_f]Y[g`]b`? f]Y[g[YZUb[YbgWX UZh`]hYb`
=bgVYgcbXYfY`X]Y`i ba` YbgWX`]WX Yb`6YX]b[i b[Ybž`i bhYf`XYbYb
A]`]cbYb`Gc`XUhYb`YVhYbž`gcf[hYb`ZØf` [fc» Y`6Yhfc ZYb` \ Y]h" < Yi hY
]gh`VY`_Ubbhž`XUgg`j cb`XYb`Yhk`U`) ž+`A]`]cbYb`gck` ^h]gWXYb
? f]Y[g[YZUb[YbYbž`X]Y`]b`XYi hgWX Y`@U[Yf` [YVfUWX`hk`i fXYbž`XfY]
A]`]cbYb`ghUfVYb`"8]YgY`hfU[]gWX Yb`NU\`Yb`j YfXYi`h`]WX Yb`X]Y
Bch`k YbX][`_Y]hž`X]Y`9f]bbYfi b[`Ub`X]YgY`J YfVfYWX Yb
k UWX ni` \U`hYb`"

8]Y`5VhY`i b[`? f]Y[g[YZUb[YbYbk YgYb` `]b`XYf`6UXYbgWX Yb

GhfU» Y') \$#) %k Uf'a U» [YV`jWx`zOf`X]Y`J Yfk U`hi b[`XYf`@U[Yf
ni ghÀbX][`i bX`k]fX`Ui Wx`zOf`X]Y`a Ub[Y`\\UZhY`J Yfgcf[i b[`gck]Y
X]Y`Nk Ub[gUfVY]h]j YfUbhk cfh]Wx`[Ya UWx`h`i a `XYf`CdZYf`ni
[YXYb`_Ybž`k i fXY`Y]bY` ; YXYb`_hUZY``VYgWx``cggYbž`X]Y`_ØbZh][`Ub
X]Y`[fUi gUa Y` ; YgWx`jWx`hY`X]YgYf`NY]h`Yf]bbYfb`gc`"" ðgVYgcbXYfY
k]fX`X]Y`<cWx`gWx`i `Y`zOf`K]fhgWx`UZh`i bX`FYWx`h`6Yf`]bž`X]Y`\\Yi hY
Ua `GhUbXcfh`UbgÀgg][`]ghž`Y]bY`nYbhfU`Y`F c`Y`VY]`XYf`
5i ZufVY]hi b[`XYf` ; YgWx`Y`b]ggY`gd]Y`Yb`i bX`Yb`hgdFYWx`YbXY
ðZcfa Uh]cbYb`ja `9]b[Ub[gVYfY]Wx`dfÀgYbh]YfYb`"VYf`]b`XY
VYf]Wx`hYhž`XUgg`X]YgYg` ; YXYb`_Yb`Xi fWx` ; fi »k cfhY`j cb`HcV]Ug
8c`UgYž`XYa `6Yn]f`_gghUXhfUh`zOf`GWx`i `Yž`Gdcfhž`K Y]hYfV]`Xi b[
i bX`?i `hi fž`gck]Y`j cb`DfcZ`8f`"»bg`<Yfa gXcfŽ`XYa `DfÀg]XYbhYb
XYf`<cWx`gWx`i `Yž`i bhYfghØhnh`k]fX`"8f`"GhYZUb`DYh_Yž`Y]b
<]ghcf]_Yfž`k]fX`X]Y`9]bZØ\fi b[gfYXY`\\U`hYb`"

: c f g W x i b [` i b X ` 8 c _ i a Y b h U h] c b ` X Y f
? f] Y [g [Y Z U b [Y b g W x U Z h

8 Ug`6i bXYgUfWx`j] `ghY`h`Y]bY`k Yfhj c`Y`FYggci fWx`zOf`X]Y
: c f g W x i b [`ØVYf`?f]Y[g[YZUb[YbgWx`UZh]a `Nk Y]hYb`K Y`h`_f]Y[
VYfY]h`9g`V]YhYh`ðZcfa Uh]cbYb`ni `j YfgWx`jYXYbYb`5fhYb`j cb
E i Y`Ybž`XUfi bhYf`GUWx`U`hYb`XYf`?f]Y[g[YZUb[YbYb`cf[Ub]gUh]cbž
dYfgcbYbVYnc[YbY`l bhYf`U[Yb`k]Y`?fUb`_YbU`hYb`i bX
HU[YVØWx`Yf`Y`Ya U`][Yf`?f]Y[g[YZUb[YbYf`"@Y]XYf`g]bX`j]Y`Y
8c_i a YbhY`Xi fWx`?f]Y[gY]bk]f_i b[Yb`j Yf`cfYb`[Y[Ub[Ybž`k Ug
X]Y`J c`ghÀbX][`_Y]h`XYf`E i Y`Yb`Y]bgWx`fÀb`h`8]Y`5VhY]i b[
A`j]hÀfUfWx`j] `XYg`6i bXYgUfWx`j] g`j Yfk U`hYh`X]Y`l bhYf`U[Yb`XYf`
XYi hgWx`Yb`K Y`fa UWx`hž`k À`fYbX`8c_i a YbhY`ni `U`]]YfhYb
Gc`XUhYb`]b`XYb`5fWx`j] Yb`Y`Ya U`][Yf`?f]Y[g[Y[bYf`ni `Z]bXYb
g]bX`"

Ni gÀhn`]Wx`k YfXYb` : c f g W x i b [g d f c `Y`_hY`ni f`?`Àfi b[`XYf`
GWx`jW`gU`Y`gck `Yh]gWx`Yf`i bX`XYi hgWx`Yf`?f]Y[g[YZUb[YbYf`
[YZØfXYfh`8 Ug`<!Gcn!`?i `h`VYf]Wx`hYhY`ØVYf`Y]bY`?cbZYfYbnž`X]Y
&\$%* `j ca `5i gk Àfh][Yb`5a h]b]h]]Yfh`k i fXY`"8 Ug`N]Y`X]YgYf`
?cbZYfYbn`k Uf`X]Y`?ccdYfUh]cb`nk]gWx`Yb`fi gg]gWx`Yb`i bX
XYi hgWx`Yb`ðgh]hi h]cbYb`ni f`5i Z`Àfi b[`ØVYf`X]Y`GWx`jW`gU`Y`XYf`
?f]Y[g[YZUb[YbYb`"8 UVY]`ghUbXYb`H`Ya Yb`k]Y

8 UhYbVUb__ccdYfUh]cbYb`i bX`X]Y`Ni gUa a YbZØ\fi b[
 ZfU[a YbhUf]gWXYf`8c_i a YbhY`]a `: c_i g"i>Øf[`A cffÅ`i bX`UbXYfY
 VYXYi hYbXY`<]ghcf]_Yf`VYhcbhYb`X]Y`K]Wxh[_Y]h`X]YgYf
]bhYfbUh]cbU`Yb`Ni gUa a YbUfVY]h`]b`XYf`: cfgWxi b[`i bX`XYf
 9f]bbYfi b[g_i `hi f"

8]Y`; YXYb_UfVY]h`i bX`X]Y` \]ghcf]gWXY`9f]bbYfi b[gUfVY]h`X]Y
 Xi fWx`gc`WXY`Dfc`Y`_hY`i bhYfghØhnh`k]fXž`g]bX`i bYf`Ägg`]Wxž`i a `X]Y
 J Yf[Ub[Yb`Y]h`b]Wxh`]b`J Yf[YggYb`Y]h`[YfUhYb`ni ``UggYb``8Yf
 J Yf`i ghj`cb`A]``cbYb`a YbgWx`]WXYf`GWx]W_gU`Y`j Yf`Äggh`K i bXYb
]b`XYf`; YgWx]WxhYž`X]Y`b]Wxh`[Y`Y]`h`k YfXYb`_ØbbYbž`gc`Ub[Y`XUg
 ; YXYb_Yb`i bX`X]Y`5i Z_`Äfi b[`Zcfh[YgYhnh`k]fX"

8YhU]`g	
C fh	6UXYbgWXYb`GhfU»Y`) \$#) %ž`%&\$\$' `6Yf`]bž 8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "Vi bXYgUfWx]j "XY • k k k "\gc n_i `h"XY

6Ygi WxYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh